

The Company

For more than a decade, our Client has been a forerunner in the coating industry. Through both innovation and scientific expertise, this organisation has achieved global recognition and is renowned for its exceptional standards of performance, growing presence in Africa, and Level 4 B-BBEE status. Moreover, our Client values its societal and environmental impact. Inspired by a profound sense of purpose, their aim is to ameliorate long-term shareholder value by recognising and seizing opportunities as well as managing risks, in keeping with economic, environmental, and social developments. Our Client remains highly cognisant of the fact that healthy societies, communities, labour forces, and environments provide the necessary foundation for a thriving business. Furthermore, our Client recognises that the success, sustainability, and viability of a business is largely dependent on its ability to effectively integrate within its operational context by recognising and responding to the specific variables within that context. Our Client seeks a dependable, dynamic, and competent professional, who is able to offer a broad base of technical skills as well as seasoned and functional leadership. The successful candidate will demonstrate natural commercial aptitude and energetically guide specific strategic imperatives.

The Position

Our Client is in search of a self-motivated and results-driven General Manager to develop, implement, direct, and manage effective operational business strategies. The successful candidate will report directly to the head office in South Africa and will be fully responsible for managing and orchestrating business operations, including: production, quality, sales & marketing, labour planning, financial planning, and logistics. Moreover, the successful candidate will be responsible for ensuring the achievement of set goals as well as for the optimisation of all activities and resources for continuous improvement. As General Manager, the successful candidate will also be responsible for: staff development, enhancing efficiency, driving sales, enhancing revenue, client relationship management. The successful candidate will lead company-wide change and management initiatives. The successful candidate will develop strategies to achieve sales plans and maintain GP (%) margins accordingly. The successful candidate will prepare monthly reports reflecting costs, statistics, trends, and performance measurements. Furthermore, the successful candidate will also set and manage performance targets as well as optimise resources and processes. Finally, the successful candidate will carry out correct grievance and disciplinary procedures. The successful candidate should possess a solutions-oriented mindset as well as a charismatic and influential leadership style, underscored by an impeccable sense of integrity. The successful candidate should demonstrate an ability to provide a supportive and empowering organisational climate, in which innovation thrives. Through mentoring and coaching, the successful candidate will inspire employees to demonstrate similar characteristics and behaviour patterns. Overall, the successful candidate will demonstrate an entrepreneurial spirit and vision in directing business functions, which in turn will assist the organisation in maintaining client relationships, generating new business, increasing staff productivity, improving services, ensuring sustainability, advancing the organisations image, and meeting business objectives.

Key areas of focus:

- **Strategy Development:** Develop a strategic marketing plan supported by research of technological and financial opportunities; present insights and conclusions; recommend objectives.
- **Leadership:** Create and maintain a healthy and supportive organisational culture; ensuring presence of established organisational culture across all business units; create cohesion across all units.
- **Stakeholder Engagement:** Enhance company image by collaborating with customers, suppliers, community organisations, and employees; enforce ethical business practices.
- **Quality Assurance:** Maintain and ensure quality service by establishing and enforcing organisation-wide standards of excellence.
- **Operations:** Review operations and plans to meet requirements for sales planning and to determine manufacturing and outsourcing needs to enhance revenue.
- **Production:** Oversee the manufacturing and materials departments; review production and operational reports; resolve operational, manufacturing, and facility problems to ensure minimum costs; prevent operational delays; develop and implement growth plans.
- **Financial Acumen:** Review and approve preparation of accounting analysis for budgetary planning and implementation, production efficiency, financial reporting, and capital expenditure submissions.
- **Business Acumen:** Use explicit and implicit business frameworks to ensure wholistic and integrated approaches to assessing and managing various business situations.
- **Compliance:** Ensure all statutory and legal requirements, relating to the operations, are compliant with Government regulations; ensure staff adherence to policies, discipline, factory laws, safety, security; and cleanliness.

The Person

Minimum requirements:

- A relevant degree from a recognised tertiary institution. A post graduate qualification would be an added advantage.
- 5 – 10 years general management experience, with specific focus on sales, operations, and people management.
- Client and customer focused, accustomed to working within a matrix-reporting organisation.
- Habituated to a culture where deadlines are critical and performance expectations are demanding.
- A proven ability to influence management decisions, in a fast-moving commercial environment.
- Sound knowledge of the retail and trade coatings market.
- Full understanding of and experience within the human resources value chain.
- Ability to operate within a unionized environment.
- Ability to align activities and interventions to the business needs and requirements.
- Ability to drive and deliver successful business performance improvement through people.
- Computer literate (MS Outlook, Excel, Word, and PowerPoint).
- SAP proficiency would be advantageous.
- Namibian citizen.

Competency requirements:

- Ability to thrive in a culture where deadlines are critical and performance expectations are demanding.
- Exceptional communication skills, verbal and written, with both internal and external stakeholders.
- Client and customer orientation and understanding.
- Energetic, agile, and displays impeccable integrity.
- Collaborative and able to provide timely feedback.
- Resilient, dynamic, and able to persevere in a constantly-changing environment.
- Ability to be aware of, control, and appropriately express emotions, so as to manage interpersonal relationships judiciously and empathetically.
- Ability to establish strong teams that rally around the mission and vision of the organisation.
- Ability to effect dramatic improvements in products and services, to survive and successfully compete in the current economic climate.
- Ability to identify problems, employ problem-solving techniques, and facilitate a problems-solving processes to resolve issues within the work environment.

Interested?

The Client offers an attractive package commensurate with qualifications and experience. The closing date is **14 June 2019** and suitably qualified individuals are encouraged to apply. We request that you e-mail your CV to cameron@potentia.com.na for the attention of **Mr Cameron Kall**. If you have not received an acknowledgement of your application within 2 working days, kindly contact us on 061 381 000. Please be advised that **all applications will be handled exclusively by Potentia and all selected candidates will be required to undertake an assessment test. Only electronic CV's will be accepted.**